

OFFICE OF PERSONNEL MANAGEMENT'S FEDERAL HUMAN CAPITAL SURVEY RESULTS CALENDAR YEARS 2002, 2004, 2006 % Positive Responses/Trend Analysis					
Departmental Administration Office of the Chief Financial Officer (including the National Finance Center) Departmental Staff Offices and the Assistant Secretary for Civil Rights (USDA – other)					
Organizational Strengths (65% & over positive)	Organizational Improvement Opportunities (less than 50% positive)				
<b>Personal Work Experiences, Items 1 – 10</b>	% Positive Responses			Significant Difference	
<b>(1) The people I work with cooperate to get the job done</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	79.8%	85.4%	83.3%	↑	↓
USDA	80.1%	85.0%	84.2%	↑	
DA	66.0%	87.5%	78.1%	↑	↓
OCFO	76.1%	90.9%	79.8%	↑	↓
USDA - other	82.5%	84.8%	82.5%		
	% Positive Responses			Significant Difference	
<b>(2) I am given a real opportunity to improve my skills in the organization</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	56.5%	63.0%	62.1%	↑	
USDA	59.6%	65.4%	63.5%	↑	
DA	46.0%	66.6%	52.3%	↑	↓
OCFO	51.2%	61.2%	49.0%	↑	↓
USDA - other	57.9%	53.4%	58.5%		
	% Positive Responses			Significant Difference	
<b>(3) I have enough information to do my job well</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	71.1%	73.5%	72.4%	↑	↓
USDA	71.4%	71.9%	71.8%		
DA	64.5%	77.4%	70.4%	↑	↓
OCFO	69.6%	73.7%	58.5%		↓
USDA - other	70.6%	67.0%	66.4%		
	% Positive Responses			Significant Difference	
<b>(4) I feel encouraged to come up with new and better ways of doing things</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	56.7%	60.1%	60.3%	↑	
USDA	57.3%	57.6%	58.8%		
DA	44.4%	61.6%	57.8%	↑	
OCFO	55.1%	61.4%	48.5%		↓
USDA - other	52.3%	54.0%	56.7%		

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	% Positive Responses			Significant Difference	
<b>(5) My work gives me a feeling of personal accomplishment</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	69.9%	70.9%	73.0%		↑
USDA	71.5%	71.9%	73.2%		
DA	64.6%	66.1%	69.0		
OCFO	68.4%	71.8%	66.3%		
USDA - other	71.9%	70.4%	70.0%		
	% Positive Responses			Significant Difference	
<b>(6) I like the kind of work I do</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	81.6%	82.5%	83.4%	↑	↑
USDA	84.0%	84.4%	85.5%		
DA	77.3%	78.9%	79.1%		
OCFO	82.7%	81.9%	78.3%		
USDA - other	85.2%	81.3%	85.6%		
	% Positive Responses			Significant Difference	
<b>(7) I have trust and confidence in my supervisor</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	No data	No data	63.8%		
USDA	No data	No data	64.7%		
DA	No data	No data	55.7%		
OCFO	No data	No data	55.7%		
USDA - other	No data	No data	61.6%		
	% Positive Responses			Significant Difference	
<b>(8) I recommend my organization as a good place to work</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	60.1%	63.6%	63.5%	↑	
USDA	62.1%	64.0%	62.7%		
DA	31.0%	46.9%	45.3%	↑	
OCFO	69.9%	65.8%	59.2%		
USDA - other	66.4%	55.6%	59.3%	↓	

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	% Positive Responses			Significant Difference	
<b>(9) Overall, how good a job do you feel is being done by your immediate supervisor/team leader?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	61.0%	65.3%	66.2%	↑	
USDA	63.4%	66.0%	66.2%	↑	
DA	43.7%	61.8%	58.2%	↑	
OCFO	64.4%	69.6%	61.1%		↓
USDA - other	63.2%	62.6%	64.7%		
	% Positive Responses			Significant Difference	
<b>(10) How would you rate the overall quality of work done by your work group?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	81.0%	83.3%	83.0%	↑	
USDA	80.3%	82.6%	82.8%	↑	
DA	63.0%	76.8%	80.9%	↑	
OCFO	85.1%	87.1%	81.6%		↓
USDA - other	82.6%	84.6%	80.0%		
<b>Recruitment, Development &amp; Retention, Items 11 -21</b>	% Positive Responses			Significant Difference	
<b>(11) The workforce has the job relevant knowledge and skills necessary to accomplish organizational goals</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	71.3%	73.7%	73.6%	↑	
USDA	67.3%	70.1%	70.7%	↑	
DA	55.4%	66.2%	68.1%	↑	
OCFO	73.9%	75.8%	62.3%		↓
USDA - other	70.4%	70.2%	73.8%		
	% Positive Responses			Significant Difference	
<b>(12) My supervisor supports my need to balance work and family issues</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	77.4%	79.0%	77.8%	↑	↓
USDA	82.2%	83.9%	81.3%		↓
DA	79.9%	88.0%	80.3%	↑	↓
OCFO	82.0%	85.9%	76.0%		↓
USDA - other	78.8%	79.2%	77.3%		

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Organizational Strengths (65% & over positive)	Organizational Improvement Opportunities (less than 50% positive)				
	% Positive Responses			Significant Difference	
<b>(13) Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	56.8%	59.7%	60.2%	↑	
USDA	58.6%	60.7%	61.2%		
DA	52.1%	62.1%	56.7%	↑	
OCFO	57.7%	63.1%	49.2%		↓
USDA - other	57.2%	56.3%	53.8%		
	% Positive Responses			Significant Difference	
<b>(14) My work unit is able to recruit people with the right skills</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	37.8%	43.7%	43.5%	↑	
USDA	37.2%	39.9%	38.7%	↑	
DA	34.3%	41.5%	44.8%		
OCFO	37.8%	43.7%	32.9%		↓
USDA - other	45.9%	46.8%	37.3%		↓
	% Positive Responses			Significant Difference	
<b>(15) The skill level in my work unit has improved in the past year</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	56.3%	50.8%	50.9%	↓	
USDA	56.7%	50.3%	48.4%	↓	
DA	48.2%	47.2%	45.8%		
OCFO	62.5%	59.5%	43.0%		↓
USDA - other	57.3%	52.7%	52.8%		
	% Positive Responses			Significant Difference	
<b>(16) I have sufficient resources (people, materials, budget) to get my job done</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	48.5%	49.5%	47.6%		↓
USDA	47.6%	49.9%	45.7%		↓
DA	37.3%	45.4%	37.9%		
OCFO	58.8%	58.8%	47.3%		↓
USDA - other	57.6%	47.5%	46.1%	↓	

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Organizational Strengths (65% & over positive)	Organizational Improvement Opportunities (less than 50% positive)				
	% Positive Responses			Significant Difference	
<b>(17) My workload is reasonable</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	65.0%	60.1%	59.0%	↓	
USDA	60.7%	58.2%	55.6%	↓	↓
DA	64.6%	62.7%	56.6%		↓
OCFO	71.1%	65.4%	54.7%		↓
USDA - other	68.5%	66.0%	54.9%		↓
	% Positive Responses			Significant Difference	
<b>(18) My talents are used well in the workplace</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	62.9%	62.2%	61.5%		
USDA	62.8%	64.3%	61.1%		↓
DA	53.8%	66.0%	56.3%	↑	↓
OCFO	61.7%	60.5%	51.0%		↓
USDA - other	63.7%	62.7%	54.5%		↓
	% Positive Responses			Significant Difference	
<b>(19) I know how my work relates to the agency's goals and priorities</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	88.9%	83.1%	82.7%	↓	
USDA	88.6%	82.7%	83.3%	↓	
DA	82.7%	88.8%	82.7%	↑	↓
OCFO	94.8%	85.8%	81.4%	↓	
USDA - other	88.4%	82.1%	79.6%	↓	
	% Positive Responses			Significant Difference	
<b>(20) The work I do is important</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	90.7%	90.7%	90.2%		
USDA	91.0%	89.9%	89.3%		
DA	87.0%	90.5%	91.0%		
OCFO	92.4%	91.3%	87.8%		↓
USDA - other	88.9%	90.3%	89.0%		

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Organizational Strengths (65% & over positive)	Organizational Improvement Opportunities (less than 50% positive)				
	% Positive Responses			Significant Difference	
<b>(21) Physical conditions (noise level, temperature, lighting, cleanliness) allow employees to perform their jobs well</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	65.7%	66.9%	66.7%		
USDA	66.5%	67.3%	68.9%		
DA	71.0%	76.2%	75.3%	↑	
OCFO	54.8%	62.7%	56.0%	↑	↓
USDA - other	68.4%	76.1%	71.3%	↑	
<b>Performance Culture, Items 22-35</b>	% Positive Responses			Significant Difference	
<b>(22) Promotions in my work unit are based on merit</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	34.6%	33.8%	33.6%		
USDA	34.6%	33.0%	34.1%		
DA	26.4%	30.0%	32.9%		
OCFO	40.2%	37.2%	29.5%		↓
USDA - other	37.9%	36.3%	28.7%		↓
	% Positive Responses			Significant Difference	
<b>(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	24.9%	27.4%	28.6%		
USDA	23.3%	26.9%	27.7%		
DA	15.3%	27.5%	26.7%	↑	
OCFO	23.1%	26.4%	23.2%		
USDA - other	25.9%	25.8%	26.7%		
	% Positive Responses			Significant Difference	
<b>(24) Employees have a feeling of personal empowerment with respect to work processes</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	38.6%	42.6%	42.2%	↑	
USDA	39.0%	40.7%	41.8%		
DA	28.4%	45.0%	37.9%	↑	↓
OCFO	40.1%	42.3%	36.6%		↓
USDA - other	41.2%	40.8%	41.3%		

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Organizational Strengths (65% & over positive)	Organizational Improvement Opportunities (less than 50% positive)				
	% Positive Responses			Significant Difference	
<b>(25) Employees are rewarded for providing high quality products and services to customers</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	42.5%	42.2%	44.6%		
USDA	40.0%	39.7%	40.6%		
DA	34.5%	42.8%	42.2%	↑	
OCFO	46.3%	46.7%	38.6%		↓
USDA - other	47.3%	44.6%	35.0%		↓
	% Positive Responses			Significant Difference	
<b>(26) Creativity and innovation are rewarded</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	37.1%	36.2%	38.9%		
USDA	34.9%	33.8%	35.4%		
DA	27.3%	34.8%	35.4%	↑	
OCFO	35.8%	37.3%	32.8%		↓
USDA - other	38.3%	35.5%	33.5%		
	% Positive Responses			Significant Difference	
<b>(27) Pay raises depend on how well employees perform their jobs</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	No data	No data	21.7%		
USDA	No data	No data	20.2%		
DA	No data	No data	25.2%		
OCFO	No data	No data	18.5%		
USDA - other	No data	No data	22.3%		
	% Positive Responses			Significant Difference	
<b>(28) Awards in my work unit depend on how well employees perform their jobs</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	46.3%	41.7%	39.8%	↓	
USDA	43.2%	40.9%	38.7%		
DA	35.6%	38.4%	43.6%		↑
OCFO	42.8%	42.6%	33.1%		↓
USDA - other	51.0%	44.1%	33.8%	↓	↓

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	% Positive Responses			Significant Difference	
<b>(29) In my work unit, differences in performance are recognized in a meaningful way</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	No data	29.4%	29.7%		
USDA	No data	27.8%	26.2%		
DA	No data	26.9%	33.3%		↑
OCFO	No data	32.1%	23.3%		↓
USDA - other	No data	29.2%	25.1%		
	% Positive Responses			Significant Difference	
<b>(30) My performance appraisal is a fair reflection of my performance</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	64.0%	66.4%	64.4%		
USDA	62.7%	64.0%	62.7%		
DA	54.6%	70.5%	69.0%	↑	
OCFO	65.4%	64.6%	56.3%		↓
USDA - other	66.1%	64.0%	63.1%		
	% Positive Responses			Significant Difference	
<b>(31) Discussions with my supervisor/team leader about my performance are worthwhile</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	57.6%	57.5%	55.9%		
USDA	61.1%	59.5%	58.9%		
DA	50.7%	59.4%	53.8%	↑	↓
OCFO	57.4%	56.3%	44.0%		↓
USDA - other	58.7%	55.5%	54.7%		
	% Positive Responses			Significant Difference	
<b>(32) I am held accountable for achieving results</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	79.8%	79.6%	79.1%		
USDA	81.3%	80.7%	82.2%		
DA	73.8%	81.5%	79.1%	↑	
OCFO	84.4%	84.8%	75.4%		↓
USDA - other	80.8%	79.8%	79.4%		



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Organizational Strengths (65% & over positive)	Organizational Improvement Opportunities (less than 50% positive)				
	% Positive Responses			Significant Difference	
<b>(33) Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	56.3%	54.3%	53.7%		
USDA	61.5%	58.1%	59.9%		
DA	50.8%	57.5%	55.7%		
OCFO	60.0%	53.9%	49.8%	↓	↓
USDA - other	59.1%	57.0%	50.3%		
	% Positive Responses			Significant Difference	
<b>(34) Policies and programs promote diversity in the workplace (recruiting diverse applicants, diversity training, mentoring)</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	61.2%	57.4%	56.7%	↓	
USDA	69.3%	65.8%	65.5%	↓	
DA	57.8%	56.9%	54.5%		
OCFO	76.8%	67.3%	60.9%	↓	↓
USDA - other	60.9%	61.3%	60.3%		
	% Positive Responses			Significant Difference	
<b>(35) Managers/supervisors/team leaders work well with employees of different backgrounds</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	63.6%	64.1%	63.7%		
USDA	65.9%	66.1%	65.6%		
DA	50.1%	57.9%	59.0%	↑	
OCFO	62.9%	67.5%	59.3%		↓
USDA - other	64.9%	66.5%	63.6%		
<b>Leadership, Items 36 -46</b>	% Positive Responses			Significant Difference	
<b>(36) I have a high level of respect for my organization's senior leaders</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	No data	49.5%	49.2%		
USDA	No data	46.6%	46.4%		
DA	No data	42.7%	44.7%		
OCFO	No data	57.3%	48.8%		↓
USDA - other	No data	43.9%	46.9%		

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	% Positive Responses			Significant Difference	
<b>(37) In my organization, leaders generate high levels of motivation and commitment in the workforce</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	36.0%	37.3%	37.8%		
USDA	33.4%	35.3%	34.1%		
DA	22.1%	33.2%	31.8%	↑	
OCFO	43.4%	45.0%	37.0%		↓
USDA - other	37.3%	29.4%	35.3%	↓	↑
	% Positive Responses			Significant Difference	
<b>(38) My organization's leaders maintain high standards of honesty and integrity</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	47.2%	48.7%	47.8%		
USDA	48.3%	47.8	48.4%		
DA	34.8%	42.7%	40.8%	↑	
OCFO	51.6%	49.5%	40.0%		↓
USDA - other	49.4%	47.4%	48.8%		
	% Positive Responses			Significant Difference	
<b>(39) Managers communicate the goals and priorities of the organization</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	No data	59.5%	58.2%		
USDA	No data	59.2%	60.0%		
DA	No data	46.0%	47.8%		
OCFO	No data	63.5%	58.6%		↓
USDA - other	No data	50.4%	61.2%		↑
	% Positive Responses			Significant Difference	
<b>(40) Managers review and evaluate the organization's progress toward meeting its goals and objectives</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	66.9%	57.3%	56.4%	↓	
USDA	65.8%	56.4%	58.1%	↓	
DA	59.3%	47.8%	46.1%	↓	
OCFO	73.1%	61.6%	53.9%	↓	↓
USDA - other	55.9%	46.7%	55.3%	↓	↑

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	% Positive Responses			Significant Difference	
<b>(41) Employees are protected from health and safety hazards on the job</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	No data	75.1%	74.9%		
USDA	No data	78.2%	79.2%		
DA	No data	80.4%	75.8%		↓
OCFO	No data	66.6%	66.4%		
USDA - other	No data	74.6%	71.8%		
	% Positive Responses			Significant Difference	
<b>(42) My organization has prepared employees for potential security threats</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	No data	73.6%	72.6%		
USDA	No data	68.1%	69.1%		
DA	No data	84.7%	77.9%		↓
OCFO	No data	74.6%	72.5%		
USDA - other	No data	71.5%	69.9%		
	% Positive Responses			Significant Difference	
<b>(43) Complaints, disputes or grievances are resolved fairly in my work unit</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	40.4%	39.2%	39.4%		
USDA	39.4%	37.8%	38.1%		
DA	21.5%	28.0%	32.2%	↑	↑
OCFO	35.1%	36.8%	33.3%		
USDA - other	42.5%	32.6%	32.4%	↓	
	% Positive Responses			Significant Difference	
<b>(44) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	42.1%	47.3%	45.2%	↑	
USDA	46.1%	52.5%	50.4%	↑	
DA	34.6%	39.4%	36.6%	↑	
OCFO	42.3%	49.3%	36.4%	↑	↓
USDA - other	48.9%	49.0%	45.4%		

OFFICE OF PERSONNEL MANAGEMENT'S FEDERAL HUMAN CAPITAL SURVEY RESULTS CALENDAR YEARS 2002, 2004, 2006 % Positive Responses/Trend Analysis Departmental Administration Office of the Chief Financial Officer (including the National Finance Center) Departmental Staff Offices and the Assistant Secretary for Civil Rights (USDA – other)					
Organizational Strengths (65% & over positive)	Organizational Improvement Opportunities (less than 50% positive)				
	% Positive Responses			Significant Difference	
<b>(45) Prohibited Personnel Practices (illegal discrimination, obstructing a person's right to compete for employment, knowingly violating veterans' preference) are not tolerated</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	No data	60.4%	58.9%		
USDA	No data	64.4%	64.4%		
DA	No data	58.0%	42.8%		↓
OCFO	No data	59.2%	46.4%		↓
USDA - other	No data	60.7%	63.7%		
	% Positive Responses			Significant Difference	
<b>(46) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	50.7%	47.7%	48.0%	↓	
USDA	51.0%	47.1%	46.1%	↓	
DA	39.2%	33.9%	38.9%	↓	↑
OCFO	48.9%	40.3%	35.8%	↓	↓
USDA - other	55.1%	44.1%	40.1%	↓	↓
<b>Learning (Knowledge Management), Items 47-53</b>	% Positive Responses			Significant Difference	
<b>(47) Supervisors/team leaders provide employees with constructive suggestions to improve their job performance</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	No data	57.8%	57.6%		
USDA	No data	59.2%	58.9%		
DA	No data	50.1%	54.7%		↑
OCFO	No data	62.5%	50.0%		↓
USDA - other	No data	58.5%	56.7%		
	% Positive Responses			Significant Difference	
<b>(48) Supervisors/team leaders in my work unit support employee development</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	59.1%	64.6%	64.1%	↑	
USDA	62.3%	69.4%	68.2%	↑	
DA	52.3%	62.8%	58.4%	↑	↓
OCFO	53.8%	60.9%	49.3%	↑	↓
USDA - other	61.0%	64.6%	59.4%		↓

OFFICE OF PERSONNEL MANAGEMENT'S FEDERAL HUMAN CAPITAL SURVEY RESULTS CALENDAR YEARS 2002, 2004, 2006 % Positive Responses/Trend Analysis					
Departmental Administration Office of the Chief Financial Officer (including the National Finance Center) Departmental Staff Offices and the Assistant Secretary for Civil Rights (USDA – other)					
Organizational Strengths (65% & over positive)	Organizational Improvement Opportunities (less than 50% positive)				
	% Positive Responses			Significant Difference	
<b>(49) Employees have electronic access to learning and training programs readily available at their desk</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	64.5%	70.7%	75.1%	↑	↑
USDA	62.4%	72.8%	79.6%	↑	↑
DA	52.1%	76.4%	77.3%	↑	
OCFO	54.5%	61.7%	58.6%	↑	
USDA - other	58.5%	66.3%	78.5%	↑	↑
	% Positive Responses			Significant Difference	
<b>(50) My training needs are assessed</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	49.9%	51.4%	51.1%	↑	
USDA	53.9%	56.2%	53.3%		
DA	36.0%	57.8%	46.2%	↑	↓
OCFO	46.8%	51.0%	39.9%	↑	↓
USDA - other	42.4%	40.5%	47.4%		↑
	% Positive Responses			Significant Difference	
<b>(51) Managers promote communication among different work units (i.e., about projects, goals, needed resources)</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	50.1%	52.2%	53.2%		
USDA	53.1%	52.2%	54.5%		
DA	36.4%	54.5%	46.5%	↑	↓
OCFO	54.6%	53.8%	46.9%		↓
USDA - other	52.0%	44.9%	52.7%	↓	↑
	% Positive Responses			Significant Difference	
<b>(52) Employees in my work unit share job knowledge with each other</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	73.9%	75.3%	74.3%		
USDA	73.1%	74.1%	73.6%		
DA	54.4%	61.9%	62.9%	↑	
OCFO	71.2%	75.4%	64.9%	↑	↓
USDA - other	73.3%	76.0%	69.4%		↓

OFFICE OF PERSONNEL MANAGEMENT'S FEDERAL HUMAN CAPITAL SURVEY RESULTS CALENDAR YEARS 2002, 2004, 2006 % Positive Responses/Trend Analysis					
Departmental Administration Office of the Chief Financial Officer (including the National Finance Center) Departmental Staff Offices and the Assistant Secretary for Civil Rights (USDA – other)					
Organizational Strengths (65% & over positive)	Organizational Improvement Opportunities (less than 50% positive)				
	% Positive Responses			Significant Difference	
<b>(53) Employees use information technology (i.e., intranet, shared networks) to perform work</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	No data	85.6%	86.0%		
USDA	No data	85.7%	87.3%		
DA	No data	84.5%	85.2%		
OCFO	No data	88.1%	84.4%		↓
USDA - other	No data	88.9%	88.3%		
<b>Job Satisfaction, Items 54 - 62</b>	% Positive Responses			Significant Difference	
<b>(54) How satisfied are you with your involvement in decisions that affect your work?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	52.1%	52.1%	53.7%		
USDA	53.4%	52.2%	53.2%		
DA	31.6%	39.6%	43.1%	↑	
OCFO	47.6%	44.9%	40.6%		↓
USDA - other	35.6%	35.1%	37.6%		
	% Positive Responses			Significant Difference	
<b>(55) How satisfied are you with the information you receive from management on what's going on in your organization?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	44.5%	45.6%	46.6%		
USDA	43.4%	42.2%	44.8%		
DA	31.6%	39.6%	43.1%	↑	
OCFO	47.6%	44.9%	40.6%		↓
USDA - other	35.6%	35.1%	37.6%		
	% Positive Responses			Significant Difference	
<b>(56) How satisfied are you with the recognition you receive for doing a good job?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	45.8%	48.9%	48.6%		
USDA	44.3%	48.0%	47.7%	↑	
DA	36.3%	48.8%	46.2%	↑	
OCFO	47.5%	53.3%	44.3%	↑	↓
USDA - other	49.7%	50.4%	39.8%		↓

OFFICE OF PERSONNEL MANAGEMENT'S FEDERAL HUMAN CAPITAL SURVEY RESULTS CALENDAR YEARS 2002, 2004, 2006 % Positive Responses/Trend Analysis					
Departmental Administration Office of the Chief Financial Officer (including the National Finance Center) Departmental Staff Offices and the Assistant Secretary for Civil Rights (USDA – other)					
Organizational Strengths (65% & over positive)	Organizational Improvement Opportunities (less than 50% positive)				
	% Positive Responses			Significant Difference	
<b>(57) How satisfied are you with the policies and practices of your senior leaders?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	No data	39.9%	40.9%		
USDA	No data	37.3%	38.6%		
DA	No data	33.7%	36.0%		
OCFO	No data	43.8%	33.4%		↓
USDA - other	No data	33.3%	38.8%		↑
	% Positive Responses			Significant Difference	
<b>(58) How satisfied are you with your opportunity to get a better job in your organization?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	33.1%	35.3%	36.5%		
USDA	36.4%	38.6%	40.2%		
DA	23.6%	27.1%	31.0%		
OCFO	37.4%	34.2%	31.0%		
USDA - other	31.7%	24.6%	31.2%	↓	↑
	% Positive Responses			Significant Difference	
<b>(59) How satisfied are you with the training you receive for your present job?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	53.1%	55.4%	53.7%		
USDA	55.3%	59.3%	56.8%	↑	↓
DA	37.6%	52.2%	48.6%	↑	↓
OCFO	51.8%	54.9%	39.6%		↓
USDA - other	46.5%	42.7%	46.2%		↑
	% Positive Responses			Significant Difference	
<b>(60) Considering everything, how satisfied are you with your job?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	67.8%	67.5%	67.5%		
USDA	69.1%	70.6%	69.3%		
DA	53.0%	64.3%	55.1%	↑	↓
OCFO	73.7%	68.7%	57.5%	↓	↓
USDA - other	72.2%	64.2%	67.6%	↓	

OFFICE OF PERSONNEL MANAGEMENT'S FEDERAL HUMAN CAPITAL SURVEY RESULTS CALENDAR YEARS 2002, 2004, 2006 % Positive Responses/Trend Analysis					
Departmental Administration Office of the Chief Financial Officer (including the National Finance Center) Departmental Staff Offices and the Assistant Secretary for Civil Rights (USDA – other)					
Organizational Strengths (65% & over positive)	Organizational Improvement Opportunities (less than 50% positive)				
	% Positive Responses			Significant Difference	
<b>(61) Considering everything, how satisfied are you with your pay?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	63.8%	61.9%	61.3%		
USDA	62.5%	64.1%	63.1%		
DA	65.3%	55.5%	57.6%	↓	
OCFO	74.5%	69.9%	63.4%	↓	↓
USDA - other	65.8%	62.4%	57.5%		↓
	% Positive Responses			Significant Difference	
<b>(62) Considering everything, how satisfied are you with your organization?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	55.4%	56.7%	56.2%		
USDA	53.4%	55.7%	55.1%		
DA	40.8%	43.9%	41.3%		
OCFO	65.3%	59.6%	48.7%	↓	↓
USDA - other	56.2%	52.1%	53.1%		
<b>Satisfaction with Benefits, Items 63 - 73</b>	% Positive Responses			Significant Difference	
<b>(63) How satisfied are you with retirement benefits?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	65.6%	65.2%	60.8%		↓
USDA	68.4%	70.9%	67.6%		
DA	69.5%	67.0%	65.6%		
OCFO	73.5%	69.5%	66.5%	↓	
USDA - other	73.7%	70.4%	65.0%		↓
	% Positive Responses			Significant Difference	
<b>(64) How satisfied are you with health insurance benefits?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	50.1%	56.0%	57.9%	↑	
USDA	51.8%	59.7%	63.2%	↑	↑
DA	59.7%	65.7%	68.6%	↑	
OCFO	56.7%	65.6%	70.3%	↑	↑
USDA - other	58.0%	60.0%	63.3%		



OFFICE OF PERSONNEL MANAGEMENT'S FEDERAL HUMAN CAPITAL SURVEY RESULTS CALENDAR YEARS 2002, 2004, 2006 % Positive Responses/Trend Analysis					
Departmental Administration Office of the Chief Financial Officer (including the National Finance Center) Departmental Staff Offices and the Assistant Secretary for Civil Rights (USDA – other)					
Organizational Strengths (65% & over positive)	Organizational Improvement Opportunities (less than 50% positive)				
	% Positive Responses			Significant Difference	
<b>(65) How satisfied are you with life insurance benefits?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	56.5%	62.1%	59.8%	↑	
USDA	60.2%	65.3%	63.5%	↑	
DA	56.1%	62.1%	69.0%	↑	↑
OCFO	70.9%	73.0%	70.6%		
USDA - other	57.4%	58.4%	61.6%		
	% Positive Responses			Significant Difference	
<b>(66) How satisfied are you with long term care insurance benefits?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	21.4%	32.9%	30.0%	↑	
USDA	22.0%	32.2%	29.2%	↑	
DA	27.2%	32.5%	39.9%	↑	↑
OCFO	27.6%	32.5%	39.9%	↑	↑
USDA - other	25.5%	28.2%	33.0%		↑
	% Positive Responses			Significant Difference	
<b>(67) How satisfied are you with the flexible spending account (FSA) program?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	No data	29.5%	31.8%		
USDA	No data	33.0%	37.3%		
DA	No data	30.2%	32.7%		
OCFO	No data	30.8%	37.7%		↑
USDA - other	No data	31.2%	36.6%		↑
	% Positive Responses			Significant Difference	
<b>(68) How satisfied are you with paid vacation time?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	89.2%	88.0%	88.4%		
USDA	91.8%	92.0%	92.6%		
DA	91.5%	88.0%	86.7%		
OCFO	91.9%	93.7%	92.1%		
USDA - other	89.0%	88.6%	92.9%		↑

OFFICE OF PERSONNEL MANAGEMENT'S FEDERAL HUMAN CAPITAL SURVEY RESULTS CALENDAR YEARS 2002, 2004, 2006 % Positive Responses/Trend Analysis					
Departmental Administration Office of the Chief Financial Officer (including the National Finance Center) Departmental Staff Offices and the Assistant Secretary for Civil Rights (USDA – other)					
Organizational Strengths (65% & over positive)	Organizational Improvement Opportunities (less than 50% positive)				
	% Positive Responses			Significant Difference	
<b>(69) How satisfied are you with paid sick leave for yourself and for family care situations such as childbirth, adoption or elder care?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	No data	86.0%	85.9%		
USDA	No data	91.2%	90.8%		
DA	No data	84.5%	85.5%		
OCFO	No data	91.8%	88.3%		
USDA - other	No data	87.6%	90.9%		
	% Positive Responses			Significant Difference	
<b>(70) How satisfied are you with child care subsidies?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	8.5%	14.3%	8.2%	↑	↓
USDA	8.0%	15.3%	9.2%	↑	↓
DA	7.3%	15.8%	10.7%	↑	↓
OCFO	13.7%	18.9%	13.5%	↑	↓
USDA - other	9.3%	11.7%	8.5%		
	% Positive Responses			Significant Difference	
<b>(71) How satisfied are you with work/life programs, i.e., health and wellness, employee assistance, elder care, support groups?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	No data	34.5%	27.5%		↓
USDA	No data	42.2%	33.7%		↓
DA	No data	39.2%	28.8%		↓
OCFO	No data	39.6%	36.7%		
USDA - other	No data	27.2%	23.8%		↓
	% Positive Responses			Significant Difference	
<b>(72) How satisfied are you with telework/telecommuting?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	21.5%	24.7%	21.8%		
USDA	26.0%	28.1%	25.3%		
DA	29.3%	36.3%	38.6%		
OCFO	27.5%	30.2%	22.1%	↑	↓
USDA - other	35.8%	32.1%	21.3%		↓

OFFICE OF PERSONNEL MANAGEMENT'S FEDERAL HUMAN CAPITAL SURVEY RESULTS CALENDAR YEARS 2002, 2004, 2006 % Positive Responses/Trend Analysis					
Departmental Administration Office of the Chief Financial Officer (including the National Finance Center) Departmental Staff Offices and the Assistant Secretary for Civil Rights (USDA – other)					
Organizational Strengths (65% & over positive)	Organizational Improvement Opportunities (less than 50% positive)				
	% Positive Responses			Significant Difference	
<b>(73) How satisfied are you with alternative work schedules?</b>	FHCS 2002	FHCS 2004	FHCS 2006	2002 to 2004	2004 to 2006
Government	56.0%	53.9%	49.2%	↓	↓
USDA	75.7%	71.4%	67.8%	↓	↓
DA	74.1%	77.2%	70.2%		↓
OCFO	78.3%	79.0%	72.7%		↓
USDA - other	75.9%	72.1%	60.7%		↓